

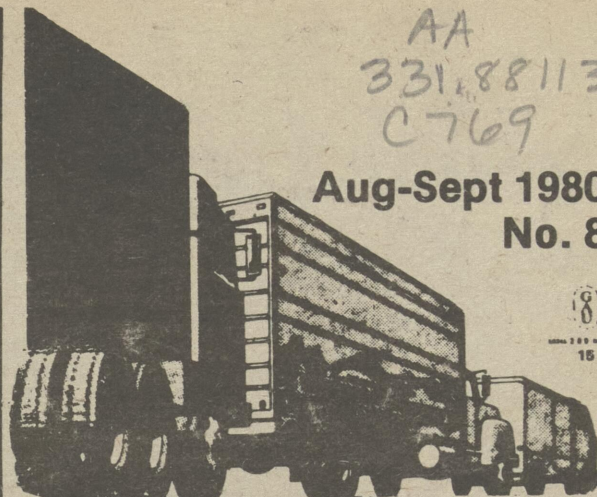
RANK & FILE CONVENTION Oct 11-12

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975

Teamsters for a Democratic Union

P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600



Aug-Sept 1980
No. 8

"We'll Be There..."

Rank & File Convention

Oct. 11-12

Cleveland, Ohio



The most critical rank and file Teamster meeting yet...the 1980 Rank & File Convention..

From Alaska to Texas, from Canada to California, active Teamsters from across North America will be there.

This Convention is open to **you**. It's your opportunity...

•**To Make a Difference.** Plans will be made for the future of the reform movement. For the **Fight to Save Our Jobs, Contracts, and Conditions.** For taking that fight to the **Teamsters International Convention** next year.

•**To Learn.** Dozens of workshops...attorneys, labor educators, and experienced Teamster rank & file leaders will teach and share ideas...

•**To Participate.** Meet Teamster leaders, activists, and members like yourself from across North America. Time will be set aside for a great banquet, guest speaker, and social evening on Saturday.

FOR DETAILS—SEE PAGE 12

Register Today—and Save Money by Mailing Yours in Early!

How Does Fitz Spell 'Relief'

Re-Open Contracts ?

As *Convoy Dispatch* goes to press, Frank Fitzsimmons, Roy Williams, and other top IBT officials are contemplating scrapping the National Master Freight Agreement. With it would go hundreds of other contracts patterned after it, in such fields as construction, UPS, carhauling, steel haul, furniture and food drivers.

Drivers from coast to coast have heard rumors of the big contracts being "reopened" to take away wages, conditions, or both. The employers' Trucking Management Inc. (TMI) has asked for a reopening under Article 27, and on July 9-10 the IBT General Executive Board decided to meet with TMI to hear their proposals.

Already thousands of Teamsters have been asked or forced to give up their hard won fruits of unionism. Like the bulk cement haulers in the midwest who expected an 81c raise (including Cost of Living) on July 1 and found the companies stole it along with fringe benefits.

Like the drivers and dock workers at numerous freight and carhaul and other companies who have been asked to 'sacrifice'. And many of them have actually volunteered to give-up money to their employer, as they watch some small carriers and one large one—Wilson Freight—go belly-up.

Vote Possible

Frank Fitzsimmons told a gathering of officials in the Eastern Conference last month that no relief would be granted nationally without a vote of the members. *Business Week* reports that such a vote is possible. TDU Organizer Ken Paff stated "If they impose a cut without a vote, we will immediately go to court to have it blocked. If they schedule a

vote, we intend to campaign across the country against giveaways."

Fitz knows this would be tough to get over on the members. *Business Week* reports "Another complicating factor would be union politics. Teamster dissidents, especially the 10,000 member Teamsters for a Democratic Union, would likely attack the idea of granting concessions." So Fitz and TMI may not allow the contract to be reopened at all.

But the contract is under fire, whether or not it is re-opened this Fall on the cost of living or other issues.

Deregulation and the Recession

Many trucking carriers are operating marginally. The recession has hit the smaller companies while the biggest grow bigger. Deregulation will allow the big ones to consolidate and speed the thinning-out of smaller companies.

Unfortunately, our top officials, comfortable with their six-figure salaries, are willing to sitback and go along with the program. Local officials often don't know where to turn. They are caught in the middle, between the members who want **something** done and the International hierarchy who won't tolerate **anything** being done.

There is even speculation that there may never again be a national master agreement. Already a separate "Western Freight Agreement" exists to legally separate freight Teamsters into two bargaining groups in the Western locals. The employers are pushing straight ahead to bust up the big contracts into local and regional ones. And it's the big contracts that set the pattern for over 1 million Teamster members.

Which Way Now?

There is only one way ahead for Teamsters—we have to organize to say 'No' to the sellout. And we have to start saying "Yes" to a positive program. A program that expands the master agreements to include all organized drivers. And that puts on a massive organizing drive to unionize all cartage, freight, contract-carriers, and the rest of the trucking industry.

With every sell-out, our ability to organize goes down. If we give away our benefits, why should an Overnite driver (or any other...) vote for the union? It's only by upgrading our agreements that we can win.

We need to win new protections for drivers at companies that go bankrupt. Some other unions (and even some Teamster contracts such as brewery contracts in some areas) have industry seniority. This would mean that a Wilson driver who loses his job would go on a list and be hired in seniority order as other carriers need drivers. If there is any re-opening, let's win real protection like this.

And the only answer will come from the rank and file—organized to fight to protect what we've got. TDU members have already begun. The upcoming Rank & File Convention will be the next shot in the battle.

INSIDE

Roadway.....	p. 5
Deregulation.....	p. 7
A&P.....	p. 8
Editorial: "Relief".....	p. 6



LETTERS

Iowa's "Turkey of the Month"

Dear TDU,

Especially now, with the poor economic conditions, our companies are telling us we must "give and take". I'll be among the first to agree we all owe our companies a days work. And we should have some company loyalty. But, our companies

signed the same contract our Union officials signed for us. I see more and more Give, and damn little Take.

Many companies lay off men because business is slow. And then force the remaining men to work overtime. I cannot believe a man who is tired can do as

good a job as a man who is fresh and rested. I wonder if the companies are really saving money by forcing us to work overtime?

I'm seeing companies using the grey areas of the contract to their benefit. They know they have thirty to sixty days to "see what the ruling is" before the grievance hearing.

Since most offices are air conditioned, the foremen, dispatchers, and terminal managers seem to be having a hard time relating to how hot it is and has been on the docks, in the tractors, and especially in the trailers. Smith Transfer, however, seems to be way out in left field. Their new dress code, with its "shirts with sleeves" rule, can only have the purpose of getting them nominated for "Turkey of the Month Award". Well brothers, they sure have my vote....

Here's hoping I'll be remembered as a good Teamster....

Gene Fort
Local 371
Davenport, Ia.

"GUTS"

Dear TDU,

I do not enjoy reading Convoy Dispatch because I didn't really believe there were and are so many crooks in the Union and cold blooded employers who luck off the common man's struggle for life. However, proud am I to be a member of an organization with guts to expose them, thus giving man the consciousness of his rights.

Thank you,

Addie Lawrence Justice
Local 61
Belmond, N.C.

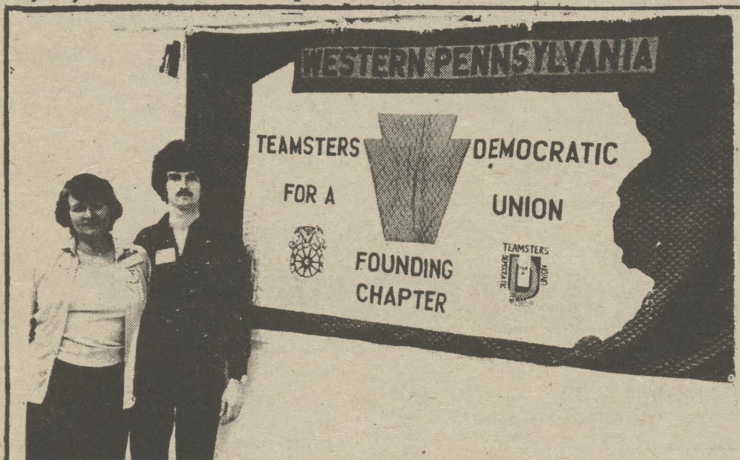
ROADWAY

Dear TDU,

I work for Roadway, and I don't like the harrassment, the letters they are passing out, the lack of seniority rights, the pension cut the Government is trying to do us out of. I enjoy your paper. Keep up the good work.

Thanks,
Richard Williams
Local 135
Pittsboro, Indiana

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COME TO THE TDU CONVENTION—WIN A PRIZE! These two proud members of the W. Pa. Chapter are standing in front of their prize-winning banner at last year's TDU Convention. This year, prizes will be given at the TDU Convention for:

- Chapters selling the most raffle tickets
- Individuals in a chapter selling the most raffle tickets
- Individuals not in a chapter selling the most raffle tickets
- New Chapter Convention Banner Contest—Awards will be given in three categories: Most Creative, Most Artistically Rendered, and Most Colorful. Chapters competing in past years are disqualified from the contest.

ALASKA CHALLENGE

Dear TDU,

Some months ago I spotted a typical Local 959 (Alaska) backdoor hire. I went to the dispatchers and BA's to ask for a hearing with the Joint Hiring Hall Committee (as provided in the contract). The hogwash I heard is one reason why I am no longer proud to be a union man. But I am proud to be a TDU rank and filer!

The same BAs who gave me the runaround used to go out on fishing trips with the superintendent at my construction site when I was a hardpressed steward, seeking help with a bundle of grievances.

I can't live like a whipped puppy with this country club union. So this makes me a TDU activist. I am going to run for Trustee in the next election. I appreciate the courageous men and women in PROD and TDU in the lower 48 who have done the groundwork for us. Ordi-

nary working men and women started the labor movement in the first place. We have to give the Union back to the membership.

Fraternally,
Walter Roth
Local 959
Fairbanks, Alaska

'NO' TO 70 HRS

Dear TDU,

All 10 items listed under Rank and File Bill of Rights should be focused on and the sooner the better. We have so many young Teamsters who can't even tell why they can't have a direct vote for the General President and all International Officers. These 10 issues concern me very much, plus a 40 hour week for road drivers. This would give 500 men out of every 1,000 a job. Over half the Teamsters can't tell you why they are allowed to work 60 hours in 7 days or 70 in 8 days. This should have been stopped when all city men went on a 40 hour week.

Thanks,
J.A. Arrowood
Spector/Redball
Local 549
Kingsport, Tn.

Moving?

Notify us of your new address or you will not receive your monthly Convoy Dispatch. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on top of the form—CHANGE OF ADDRESS.

Lament of a Teamster B.A.

I have shafted my members in Biloxi.
I have shafted them over the phone.
They have lost a plenty
But I have upgraded my own.

The Co. and I are good buddies.
We always see eye to eye
I accept their gifts so freely.
I always get a slice of the pie.

But corruption and vice and payola have all taken their toll
We are afraid of elections
When the members go to the polls.
We agreed that the workers are dummies.
Can't see past the end of their nose.
'Til along came a Demo. union.
Now the members are on their toes.

Yes, I shafted the members at meetings.
I shafted them also at home.
But the members have lost so much employment
That I have almost lost my own.

Anonymous

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 22-member International Steering Committee was elected in November 1979 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:

Doug Allan, Local 208
Pete Camarata, Local 299
Frank Greco, Local 478
Ted Katsaros, Local 282

Organizer:

Ken Paff, Local 407

Trustees:

Eileen Janadia, (Local 337)
Gary Kuhn, Local 20
Ray Kuszelewski, Local 938
Pleasant Stephens, Local 710

Bilal Chaka, Local 692
Denise Gelespie, Local 676
John Gomez, Local 70
Clyde Johnson, Local 528
Marv Kaylor, Local 70
Gary LaFlame, Local 332
Lincoln Merrill, Local 391
Mel Packer, Local 800
Paul Poulos, Local 390
Bill Slater, Local 468
Bill Steinberg, Local 390
Hugh Thompson, Local 600
John Torbet, Local 468

RANK AND FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty. Right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

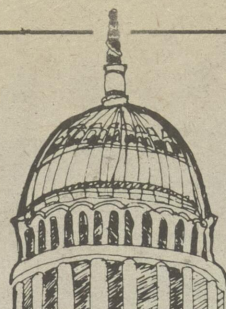
IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



NEWS FROM THE

WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you. We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington, D.C. 20036
(202)-785-3707

PROD-TDU Truck Safety Act Moves in House

Five TDU activists urged Congress to pass the truck safety bill in special hearings held in Pittsburgh on August 4 by the House Public Works Committee. The Senate passed the bill back in February, but it won't become law unless the House of Representatives also passes it this summer or fall.

TDU's witnesses at the hearing were Mel Packer, Local 800 in Pittsburgh; Dave Gaibis, Local 261 in New Castle, Pa.; Jack Thomas, Local 705 in Chicago; Morris Mott, Local 557 in Baltimore; and Leo Kohls, Local 413 in Columbus, Ohio. Also present at the hearing was TDU's co-chair, Frank Greco, and TDU's Washington lawyer, Michael Goldberg, and several TDU members from the Pittsburgh area.

A key provision in the bill would make it illegal for companies to fire drivers for refusing to drive unsafe trucks or who complain about safety violations. The bill would authorize the Department of Labor to investigate violations, and to order companies to reinstate drivers they've fired illegally, with full back pay.

Mel Packer explained that this provision is needed because the Teamsters Union usually cannot be relied on to protect drivers' rights through contract grievance procedures. He also urged the committee to make the bill stronger by allowing drivers to file their own suits against companies that violate the law.

Dave Gaibis, who has suffered ear damage from truck noise, urged the committee to strengthen the bill by requiring the DOT to issue regulations protecting drivers' health, and Morris Mott explained how current hours of service regulations can cause safety problems.

TDU and PROD have been working for a truck safety bill for years, and it looks like our efforts may finally pay off this summer. At a meeting on truck safety in Washington last

month, a top official of the Public Works Committee publicly acknowledged our role when he stated how important the early work on the bill by PROD was in forcing Congress to recognize the truck safety problem.

We have not won yet, however, and we must keep up the pressure. Write a letter supporting the bill to your Congressman, and introduce a resolution at your next union meeting supporting the bill. If it passes, send a copy to your Congressman and TDU if it passes.



TDU-PROD panel members tell Congressmen the need for legislation to allow a drivers' right to refuse unsafe work. (from left) Michael Goldberg, General Counsel; Frank Greco, Local 478; Mel Packer, Local 800; David Gaibis, Local 261; Jack Thomas, Local 705; Leo Kohls, 413.

The Nuts & Bolts of Using OSHA

by
Rob Fram



Your Rights to a Safe and Healthful Workplace

[This is the first of a series of articles on using OSHA by Convoy Dispatch editor Rob Fram. Comments, questions, and examples pertaining to issues raised in this column are welcome.]

What is OSHA? Who is Covered?

The Occupational Safety and Health Administration (OSHA) is the federal agency responsible for assuring a safe and healthful workplace for many Teamsters. It was created by the Occupational Safety and Health Act of 1970, the stated purpose of which was:

"...to assure so far as possible every working man and woman in the Nation safe and healthful working conditions..."

OSHA has actual operating authority in only 27 states. The other 23 are covered by their own state agencies. The state programs, however, must be "at least as effective" as OSHA. Further, workers covered by these programs have all the legal rights of workers directly covered by OSHA.

But unfortunately for many

Teamsters, truck drivers are not covered by OSHA while they are working in their trucks. They are covered by the Bureau of Motor Carrier Safety and have weaker safety protections than do workers covered by OSHA. This is why TDU is working hard to pass the Truck Safety Act.

Many Teamsters, however, are covered by OSHA. This includes dock workers, brewery workers, bottling plant workers, production workers, warehouse workers, etc. This article will spell out the rights of workers who are covered by OSHA, or the comparable state program. It will be followed by 2 articles suggesting how to use these rights in the fight for a safe and healthful workplace.

Your rights Under OSHA

All Teamsters covered by OSHA have the following legal rights:

1) **The Right to Know What is Legally Safe and Unsafe at Your Job.** You have the right to know what OSHA standards apply to your workplace. Upon your request, your company must provide this information to you. If their response is unsatisfactory, contact OSHA.

2) **The Right to Refuse Dangerous Work.**

This right, recently upheld in an important Supreme Court decision, applies if the following conditions are met:

a—You believe you would face death or serious injury if you did the job.

b—Your fear of injury or death is 'reasonable'

c—You had, where possible, already called the situation to the attention of management.

d—There is not enough time to change the situation through

'normal channels' (such as through your grievance procedure or OSHA complaints).

e—You offer to do other work in place of the dangerous assignment.

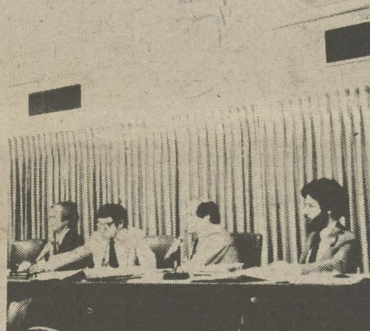
3) **The Right to Have Your Representative Participate in Inspections and Conferences by OSHA.** A union representative has the legal right to accompany the OSHA inspector on all inspections and be present in all conferences between the inspector and management.

4) **The Right to Keep Your Complaint Confidential.** If you request it, OSHA will not reveal your name to anyone if you file a complaint on a safety hazard or health problem at your workplace.

5) **The right To Be Protected Against Company Retaliation for Safety Activity.** If you file a complaint to OSHA and your employer takes any action against you, that is a violation of the law. You are also protected if you discuss safety conditions, complain about them or file grievances.

6) **The Right to Request an OSHA Inspection of your Workplace.** If you have evidence that an OSHA standard has been violated in your workplace, or that there is a hazardous situation, you can contact the OSHA area director and request that an OSHA inspector, called a compliance officer, inspect your workplace.

This last right—the right to file a complaint and demand an inspection—is the key to using OSHA and making these rights work for you. How to do this effectively will be the subject of the next article in this series.



House Public Works Ctte members listen to TDUers.

Washington Wire

New Safety "Hot Line" for DOT

The Dept. of Transportation has established a new, toll free phone number which truck drivers can call for information concerning safety regulations. The number is: 800-424-9158. The service is available Monday through Friday, from 7:30 a.m. until 4 p.m. eastern daylight savings time.

"Destroy OSHA" Bill Stopped

S. 2153, the Schweicker "Destroy OSHA" bill, which would have removed 90% of the workplaces under OSHA from safety regulation, has been stopped in the Senate Labor and Human Welfare Committee. This means that the bill is now dead for this session of Congress. TDUers in Pennsylvania (Local 229) and N.Y. (Local 375) were active in

working to kill this bill.

But the enemies of OSHA have not given up. They are working to cut OSHA funding in the House of Representatives.

Write to the House Appropriations Committee Chairman, U.S. House of Representatives, Washington, DC 20515 and let him know you oppose any cuts in OSHA's budget.

Pennsylvania Adopts 80,000 lb. Limit

On July 7, Pennsylvania adopted legislation approving the 80,000 lb. limit. The new weight rule will go into effect shortly before Labor Day. The move is a defeat for safety conscious forces who remember all too well the catastrophic accident in downtown Pittsburgh in April when an overweight truck crashed and killed four persons, injuring six others.

Artim Short Haulers Mark Gains in Fight Against Percentage Pay

Artim short haulers drivers in Hammond Indiana recently took a step towards victory in their fight against percentage pay and illegal layoffs. Through rank and file pressure they were able to force Local 142 President Don Sawochka to reverse his earlier position in support of the company and back their efforts. Local 142 has now ruled that the drivers are in fact covered by the Central States Iron & Steel and Special Commodities Rider and not a Local Cartage Contract with percentage pay.

Artim has used a unified City-short haul dispatch procedure, signed by Sawochka, to force the drivers onto percentage pay. They had unified the seniority list and put most of

the short haulers on the bottom — and on layoff.

This forced about half the city men to face the choice of losing their seniority or going to work on percentage under Artim's rider to a "Local 142 Joint (Chicago Area) Local Cartage Contract". No one had seen this sweetheart deal and it was ratified only by the drivers who had retained hourly pay.

The short haulers got together right away and organized their protest. With the aid of several TDU members, a 60 page master grievance was filed complete with contract quotations, pay computations and other documentary evidence. A drivers committee was formed and several wives played important roles. Copies

of the grievance were sent to every union official concerned, from Fitz on down. And steps were taken to start legal action if need be.

Focus on State Hearings

Now that the fight over which contract—and therefore which grievance procedure—they are under is resolved, the drivers and wives are focusing on the upcoming state grievance committee hearings in Indianapolis. They are seeking to win back their seniority list, dispatch rules, and compensation for the illegal layoffs. "We know that we've done what hadn't been done around here for 20 years," said one of the Artim drivers. "Now we want to see it through to the end."

Sellout in Central Pa.

In April, 1979, Teamsters under the NMFA in Central Pa. (8 cities) voted on what they thought was their contract. Few noticed the vague words in Article 62, of their Central Pa. Supplement: "language to be drafted consistent with mechanics agreement."

It was a timebomb. Unknown to the members, officers of Local 229, Scranton (Ed Harrington, Sec. Tres.) and 771, Lancaster (Lee Via, Sec. Tres.) were negotiating a substandard trainees agreement that would deny fringe benefits, grievance procedure protection, and union wages to "trainees".

Rank and file members learned of this sellout — one year later. Spring of 1980. TDUs were quick to react. They filed internal union charges against the officers who negotiated the sellout. They charged them with violating Article 16 of the IBT Constitution by: failing to inform the members of the terms of the Agreement; failing to obtain approval from the Eastern Conference or National Negotiating Committee before the agreement became effective.

Finally, and only after threatened with legal action, the Local 229 Executive Board heard the charges. At the hearing, however, they insisted on throwing out of the room TDUs Tom Griffith and Don Wittle (both from 776), both



Keith Gallagher, Scranton Local 229, was among the TDUs in the 8 Cities signing the charges against the "trainees" sellout. He is pictured above at the Rank & File Convention. At this year's Convention the fight against sellouts—like in 8 Cities—will be a top priority.

covered by the sweetheart agreement, and both among the 70 Teamsters who had signed the charges. When Keith Gallagher, Local 229, pointed out that ejecting Griffith and Wittle was a violation of the IBT Constitution (Art. 19, Sec. 2 (b)) John Watkins, President of Local 229 said: "I don't care what the International Constitution says."

At the hearing, Ed Harrington, charged with negotiating the sellout, revealed that he and Via were appointed by Joe Teretola (E. Conference Vice President), to negotiate the 8 Cities Supplement. He also said that they didn't conclude negotiations until two months after the ratification vote and that Carolina Freight, Local 776, is already using the "trainees

clause".

Local 229 has yet to come down with a decision. And Local 771 has yet to hear the charges against Via. But the three TDU Chapters in Central Pa. are determined to continue the fight to remove Article 62 from their contract.

TDU Chapters in N.E. Pa., Harrisburg and Allentown are moving ahead on the matter. Already, Local 229 members have voted that their Local would not participate in any cut-rate plans [and Harrington admitted at the hearing that his was binding]. And the TDU chapters are pressing ahead on the charges, up to and including legal action against those officers who engineered this deal.

— from N.E. Pa. TDU



Steelhaulers gathered at last year's TDU Convention after winning the shutdown of 1979. This year, organization through the Steel Haulers Organizing Committee [SHOC] is more important than ever.

Transcon Runaround

While many of Transcon's city drivers at the Rock Island terminal in Illinois are on layoff, road drivers dispatched from Chicago and elsewhere are being forced to do their work. Communications, however, between Chicago and Quad Cities TDU have resulted in a rank and file counterattack.

The Chicago Transcon Teamsters were not surprised by this contract violation. At Chicago, Transcon, it's been a common practice for years for roadmen to do spotters work on Saturday and Sunday night. But what is new is that this practice is spreading — while city men are on layoff.

Rank and File Response

On July 12, Local 710 driver Bob McGinnis, an 11 year veteran at Transcon, dropped off a load at Rock Island. He was then required to do some

"spotters" work. Bob knew this work belonged to city men on layoff. So he did the work under protest.

On July 15 Bob was again required to do this city work. After discussing the matter with Rock Island (Quad Cities Local 371) TDUs at Transcon, Bob filed a grievance with the Union on the matter. Bob says: "I don't want the extra work. I'd rather see the men put back."

This is the kind of rank and file solidarity TDU is built on. Other road drivers are urged to do the same and grieve this contract violation under Article 40, Section 3, paragraphs 1-2 of the Central States Area Over the Road Supplement to the NMFA. If you want help in filing the grievance, contract TDU.

— from Chicago TDU.

Movers Strike Wins

After a 7 week strike, union movers in Pittsburgh went back to work having won many of their demands and defeated an attempt to force them onto percentage pay. They also beat back attempts by management and a union official, Local 249 BA Bill Cherilla, to divide them.

The attempt to divide the members came on June 13 when one company, Neptune, pulled out of the employers association and made a new proposal to their workers. BA Cherilla called a secret meeting at the hall and threw out workers from other companies who had showed up—including a member of the negotiating committee!

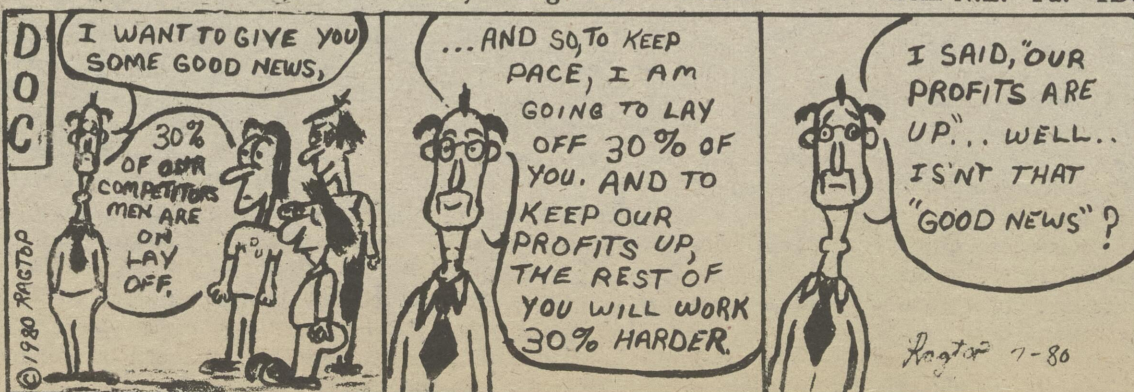
By a narrow 10-9 vote, the Neptune employees accepted this proposal, which included some improvements on the company's original offer of \$1.75 per hour over three years. Pre-strike wages were \$7.86 an hour.

But the trucks never rolled. The Neptune workers were met by more than 60 other strikers

who suggested they reconsider going to work, which they did. The whole group then went to 249's hall and demanded to see President Charlie Byrnes. BA Cherilla showed up, but could not quench the strikers demand that he get out of their negotiations.

A meeting was held with Byrnes who took over the negotiations. When the strike was settled the workers not only improved on the wage increase — \$1.90 an hour — but also won a key demand of following their work, along with improvements in health & welfare, pension, meal and motel benefits. The percentage deal was killed.

While the movers have a tough job ahead with competition from non-union movers, their unity and determination in this strike shows they are ready to fight for their jobs and conditions. It's now up to the leadership of the Local 249 and the IBT to provide some leadership and mount an organizing drive in the non-union section of the industry.



'Big R' Productivity Push Stalled

"We...are informed that you have instituted...a production standard card which you are requiring the employees to sign under pain of penalty if they refuse. Be advised that this...constitutes...a direct violation of the contract. We request that these actions...be immediately halted..."

—Letter of Don Phillips, Pres.
Local 104, July 24, 1980

Phoenix R&F Beat Back 'Cards'

[The following message was sent to Convoy Dispatch. It is another indication of the spreading resistance to Roadway's Productivity squeeze.]

Fellow Brothers,

We of Roadway's terminal 841, Phoenix, have had our share of contractual troubles.

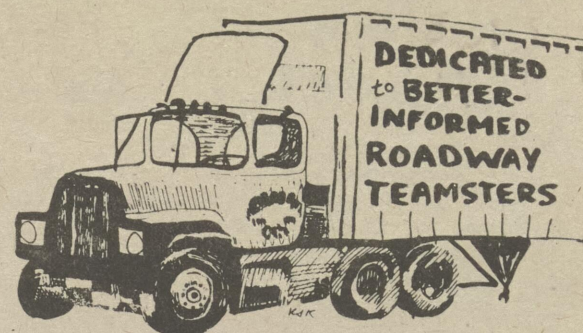
For the last 10 months or so we have made numerous complaints about violations of our Agreement. One of the biggest was Article 20 (Productivity).

In July, at our last union meeting, we made a step forward for all Teamsters. A large body of Roadway employees backed by Yellow and Milne members expressed their views. The meeting was heated. Don Phillips, Pres. of Local 104 decided to back us in our refusal to sign the cards. He said: "We will not stand for any productivity clause of any sort unless they shove it down our throats."

He also decided to push our grievances to the national level if need be to stop this harassment of the membership.

We call on all locals to fall in behind us and press this matter with their union leadership. They are paid to represent us. We must stand on our rights. Your support is vital!

God Bless you all,
Ken LeMaster
Phoenix, Local 104



Indy 'Big R' Organizing Continues



Indy Roadway Teamsters

After fighting for five years, Joe Davidson finally won his job back, with a year and a half's back pay. TDU attorney Bill Julian worked on the case. Davidson was fired for a "major chargeable" accident. But he was able to prove that since it was his first offense, and since he was not "reckless", that this

was not grounds for discharge... Roger Beach, TDU activist, beat back Roadway's attempt to single him out and put a tachograph in his assigned city tractor. The tach went in on June 25, Beach filed an NLRB charge on July 3, and on July 14 the tach was removed....

Meanwhile Bruce Warren is charged with punching his foreman Tom Dague after Dague insulted Warren with racial slurs. The case deadlocked at the city committee and will be heard at the state level August 28. Warren goes to trial before then, but his fellow rank and filers are backing him up to help pay for legal fees.

Feeling completely above the law Roadway has told dockmen at morning meetings before the start of the shift that they should overload all trailers on the weekend since the weigh scales are closed at that time. Over 20 witnesses heard this instruction to violate the law in the name of Big R's profits.

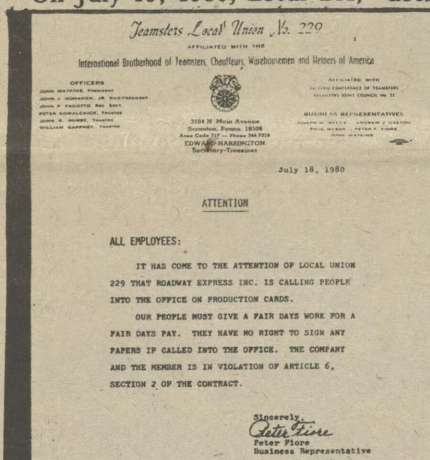
Tannersville Victory

Almost a year ago, Roadway management at the big Tannersville break bulk terminal began to require dock men to fill out production cards and then computed a production standard or "index" on the amount of bills, pieces, and total weight moved. The index is computed daily and averaged every two weeks. Any dockman falling below the median standard (half the workers) were called into the office for "counseling." They are then asked to sign a 'performance review card' which shows their 'index' for the previous two weeks.

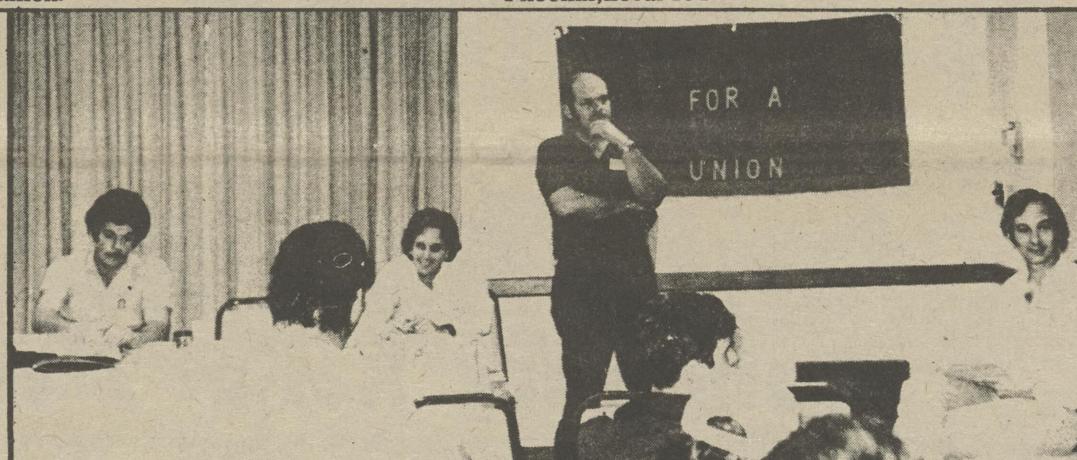
On July 19, 1980, Local BA,

Peter Fiore posted a bulletin informing all employees that they were not to sign the Performance Review Card. He further stated that the company is in violation of the contract (Article 6, Section 2, which bans individual agreements with management).

On July 24 three dockmen received warning letters for failing to follow instructions to sign the Production Review Cards. This issue will probably be decided at the Eastern Conference. But for now it's a big victory for all Tannersville dockmen.



TDU ORGANIZING PAYS OFF. TDU has stepped up efforts to build resistance to Roadway's productivity push. On August 3, in Cleveland Ohio, TDU held a regional organizing meeting. The next big Roadway Rank & File meeting is set for the TDU Convention, October 11&12 back in Cleveland. It's steady effort like this that has paid off in stopping some of Roadway's harassment in Tannersville—at left letter from Tannersville BA Fiore, demanding the company stop forcing the dock workers to sign their names next to their production "index".



Harrisburg 'Counseling' Sessions

While Tannersville Local 229 is standing up to the production cards, Local 776 Harrisburg BA Richard Epply is handing Roadway the right to "counsel" workers for production. And doing it on a silver platter.

A few months ago, BA Epply stood in front of the members and told them he saw nothing wrong with being called into the office and counseled as long as you're getting paid. Since then "counseling" has increased tremendously. In fact it has increased so much that Roadway and

BA Epply have agreed that the steward must not be present during the counseling session because it costs Roadway too much money to have the steward in the office all the time!

This is a clear violation of the law. The National Labor Relations Board has held that if you have a "reasonable belief" that a meeting with management will result in discipline you have the legal right to union representation.

— from Tom Griffith, Harrisburg TDU.

Hagerstown Fight Against 'Cards'

60 Teamsters at the Hagerstown terminal have signed a mass grievance against the productivity cards. Eastern Conference representatives have promised special meetings to respond to this upsurge, but so far nothing has materialized. Local 992 says that it

opposes the cards, but it has passed the buck to the Eastern Conference. Teamsters in the E. Conference will remember a similar trick 8 years ago, when Local 229 passed the buck to the E. Conference when Associated was using productivity cards.

Flash! Late News! National Petition Campaign Launched

At the August 3 regional organizing meeting of Roadway Teamsters in Cleveland, Ohio it was decided to launch a National Petition Campaign Against Productivity. Copies of the petition are available from TDU. This is a national effort, and already hundreds of Teamsters have been contacted.



Buffalo Teamsters picket grievance panel

Buffalo Protest Against Relief

On July 31, Teamsters from Buffalo demonstrated at the state level grievance hearings to protest Roadway's request for relief from the contract. They traveled over 150 miles to demonstrate for 2 and a half hours. Their message: An outfit that has increased its profits by \$5.7 million in the last quarter alone doesn't need relief!

The Buffalo terminal is a 104 door break-bulk operation. At present, the 15 tow-motor operator positions are bid jobs. The relief Roadway wants is to end bids for the tow motor

operators. The rank and file demonstrators agreed to quit their protest only after Rocco DePerno, co-chair of the Grievance Committee for the union, issued an ultimatum: either they stop or no Local 375 grievances would be heard. This is a violation of the National Labor Relations Act as well as our rights to freedom of speech under the U.S. Constitution. It seems that our officials have forgotten about our rights under the law. Or perhaps they have bargained them away in some panel decision.

TDUers Fight Giveaways

Company Relief Plans: Do They Work?

Your money or your job. Companies are coming to the employees pleading poverty and proposing various schemes for the employees to bail out the company.

Few, if any, of these plans do what they claim — save jobs. Just ask former employees of Great Lakes Express, Cleveland Freight or Keystone Harmony if their bailing out the company saved their jobs. In each case the company took their money — and then went bust. At Keystone Harmony workers gave up to \$4,000 each only to watch the company go bust 3 months later.

Stock Plans: Wilson Files For Bankruptcy

The biggest bail out scheme to date came crashing down on July 23 when Wilson Freight Co., the 16th largest U.S. trucking firm, went bankrupt.

Wilson had attempted to raise \$9.5 million through selling stocks to its 3400 employees. Although Wilson had received employee commitments totalling \$11.3 million the plug was pulled by Citibank when it decided it wasn't going to loan Wilson another nickel (Wilson had already defaulted on \$22.4 million).

Wilson was selling the stock to its employees at \$1.25 above the market price (\$3 instead of \$1.75). Management wanted \$3500 per employee — or \$45 a week for 18 months. While the money that was collected will be returned — for fear of employee suits — employees can kiss goodbye any sick day or vacation pay they had coming.

Loan Plans: Cooper Jarrett Raids The Cookie Jar

Many carriers have opted for another scheme: loan programs. These include Cooper Jarrett, Eazor Express, Standard Motor Freight, Warner Smith and Glenndenning.

Employees loan money on an individual, "voluntary", basis. The loans are made by a payroll deduction of about 7% of the gross weekly earnings. If the carrier makes a certain profit by the end of the year, you may get your money back. If not, depending on the plan, you may lose it all. And if the company goes bust — forget it.

The shakiest of the loan plans is being tried by Glenndenning (GMW), a Great Lakes carrier. In mid-June they asked their employees to loan the company up to 3 weeks wages apiece. Management provided no specific financial data. The employees weren't told when, or if their loans would be repaid.

No interest was offered.

"A bank would not loan you money without some sort of collateral to protect a loan, such as a house....Would our employer put down his house of car as collateral?" asked Aaron Kesner, Local 705, Glenndenning employee.

Contract Relief: Michigan Cement Drivers Lose .81/hr.

In Detroit Local 247, and in other parts of Michigan, cement drivers are being forced to give up their Cost of Living increase.

"The guys just came up to the dispatcher's office one day, expecting the raise" said Roy Brindamour, Local 247. "And they were just told that there wasn't going to be any raise."

At first the Local officers said nothing could be done. Then the rank and file put on the pressure by filing a grievance. Then the Local reversed itself, and denied the giveaway. But when a special meeting was held on July 27 the rank and file were threatened with the loss of their jobs if they didn't give in. Where TDUers were active, informing the members with special flyers, this move was overwhelmingly defeated. But the vote will be tallied on a state-wide basis and without a strong stand by Local officers

the .81 may be lost.

Side Deals Threaten Contract

At Ogden Moffitt the company began circulating papers in early July. They were asking employees to give up a set number of hours pay per week. But at many Ogden Moffitt terminals the rank and file refused to go along. At one terminal 75% backed a petition demanding the company give them the facts before signing anything. And they demanded to know why this "voluntary" agreement wasn't a violation of Article 6, Section 2, of the Freight contract, banning individual side-agreements between the members and the company.

"I think the whole thing should have been referred to the Union" said Bud Houghtaling, Local 406, Grand Rapids, Ogden Moffitt Teamster. "I don't believe in one on one deals."



WE ARE THE UNION. The Rank and File Convention will make Contracts and Conditions caused by our Officials' Sellouts, Dere



DEMOCRACY IN ACTION. That's what it will take to turn our union around and be back "relief." Come to the Rank and File Convention and be part of the fight!

'Voluntary' Relief Weakens Contract

TDU opposes any reopening of the contract to giveaway conditions or any loan or stock plan floated by a failing corporation to raise cheap money. We believe that it's time that our union was both more aggressive and more constructive in protecting the membership from these schemes.

What do the Banks Know that We Don't Know? When the companies come to the workers for money, it's because every other source has turned them down flat. The companies act like a short term boost will enable it to pull through. But if this is true, why won't the banks bet their money on it? In case after case, companies go to the employees only after it is too late. The banks know it. But management counts on our being in the dark to get away with these plans.

Throwing Good Money After Bad. Most companies go broke because of poor management, manipulation by conglomerate owners, or outright criminal activities. No amount of "relief" will change that. It may buy a little time — but at a price that probably isn't worth it.

Dividing the Rank and File. That's what relief plans do. Companies who get money back from their employees are in a better position to cut rates. Each program to insure jobs at one company threatens those at another. And these plans create divisions within companies. At Wilson, one employee who didn't sign the stock plan got grease poured into his boots. Another driver who filed for

breakdown pay was scorned by co-workers for not helping the company.

Relief Threatens our Contracts. These plans weaken the Union's bargaining power. "If the Union asks for a 10% raise in 1982, you damn well know that the companies will say these guys could afford to kick back 7% of their wages last contract" said one Eazor worker. And individual company

giveaways only build up pressure for a general relief in the National Master Freight Agreement. It's a never ending downward spiral.

For all these reasons — TDU opposes relief. We understand that it may not be a popular thing to do. But we believe it is the only thing that can be done to protect our jobs, contracts, and conditions over the long haul.

If members vote for relief...

How to Protect Your Rights

TDU also understands, however, that many workers are forced to consider relief at their company. We respect that even though we oppose these programs. But where the members have voted for relief the Union's responsible to bargain hard with the companies for protections such as:

1) Open the Books. A union-approved accountant and rank and file representative should inspect the company books. Since most of the loan plans say the money will be paid back when the company is profitable, how will we know when that

point is reached? Right now we must take the company's word for it. That isn't good enough.

2) Advance Notice. The company should have to inform the workers several months before major personnel changes and give time to negotiate alternatives on layoffs, terminal closings, or change of operations.

3) Job Guarantees. A fixed number of jobs could be guaranteed company wide in exchange for the relief program. Alternatively, a guarantee to continue to operate the business for a specified period. These are legally enforceable, if

signed.

4) No Overtime, No Spotting During Layoffs. Companies shouldn't be allowed to force people to work overtime while fellow Teamsters are on layoff. Other job saving guarantees such as no spotting of trucks could be demanded during layoffs.

5) Investment Protection. If the company goes bankrupt the workers should be able to sue the number one creditor group for their money. If the company becomes profitable, the workers should be guaranteed a rate of return, not a low one.

Deregulation: What it Means for the Rank and File



ke plans to build Teamster power and resist the attacks on our Jobs, Regulation, and Relief.

Deregulation will bring some changes to the Freight Industry. How big, no one really knows. Large carriers, with facilities to handle LTL freight, will try to grab the most profitable accounts. In the scramble, weaker carriers may be squeezed out. Non-union owner operators will increase their share of straight load freight. And lifting restrictions on contract carriers may cost the Union jobs as well.

Deregulation will certainly challenge our Union. It will call for a strong determination to organize non-union carriers — because now more than ever we can't afford to be vulnerable to the threat of gypsy competition. To meet the challenge it will take an all-out fight.

Not only have our IBT officials reacted to deregulation with fear and confusion, but they completely fumbled in the fight against deregulation, right

down to the last hour. For example, on the crucial section on Job Protection, the deregulation law contains a weak

"IBT Officials have shown they are not up to the challenge. They have reacted with panic. Their answer to Deregulation—more giveaways on our hard won contract conditions."

provision for a list of available jobs to be posted by the Labor Department. But this is pitiful. In the words of the House Committee on Public Works and Transportation:

"Labor protection provisions have been included in Airline Deregulation and other acts of Congress according to dislocated employees first hire rights and assistance payments. The Committee elected not to include such provisions at this time." [Report of the House Committee on Public Works and Transportation, P. 47, #96-1069].

The fault for this lies with our union and its unwillingness to mobilize the members in the fight for deregulation as TDU proposed nationally and in local after local. It's just one more indication of why we need a change in the IBT, why we need a rank and file union!

What the New Law Says

A Detailed Account Of Deregulation

1. **New Rules on Entry.** Deregulation will make it easier for people to get into the trucking business because the burden of proof will be on those who want to exclude new applicants. To get a permit an applicant need only show that he is "fit" (that he owns a truck, says he will keep it safe), will meet minimum insurance standards (\$750,000 per vehicle) and that he can get a customer. Sometimes an applicant won't even have to prove that. In the following six cases someone can get into the trucking business without showing that their application is supported by any shipper: a) Government shipments; b) permits in areas where no motor carrier now operates; c) permits in areas abandoned by rail transport; d) backhaul authority for processed foods (see below); e) general commodity brokers; f) shipments of less than 100 lbs. in trucks in which no package is more than 100 lbs.

Companies will still buy and sell rights. But mainly as part of a package deal — buying rights, equipment, and operations with the goal of acquiring the carriers customers. But since it is much easier to get into the trucking business than it was previously, these rights are greatly cheapened.

2. **Rates.** Beginning in 1981 only carriers who have permits for a given route will be allowed to vote on a rate increase. Then in 1984 collective rate making — where the carriers get together in rate bureaus and set the rates — will be illegal for single-line rates. Joint-line rates, however, will still be set by rate bureaus, with the carriers getting together and discussing and voting on rate increases or decreases. Finally, general rate increases, where carriers vote on across the board rate increases — instead of increases for particular routes — will still be legally set by rate bureaus, whether they are single-line or joint-line rates. The only difference from the current practise is that instead of discussing particular routes and markets

the carriers will only be allowed to discuss average industry costs when they vote on the rate increase or decrease.

Individual carriers will be able to raise and lower their own rates outside of rate bureaus, however. They will be allowed to do so without ICC approval within 10% up or down from the previous years rates. The first 5% of a general rate increase would not be included in this 10% calculation. After two years this "zone of reasonableness" would be pegged to the government's producer price index of finished goods.

3. **Backhauls.** If, on an annual basis, exempt commodities (ie. unprocessed food) comprise half or more of an owner operator's business (measured in tonnage), then the rest of his volume can be in regulated, processed food (with the exception of alcoholic goods and drugs), soil conditioners, and fertilizers. In these situations, the owner operator will be able to haul unprocessed food or other exempt commodities one way, and haul processed food on the backhaul.

4. **Routes.** The new law eliminates gateway and circuitous route requirements. It also enables carriers to make intermediate points on their current routes. The ICC will speed up the processing of round trip authorities.

5. **Exempt Commodities.** The following types of freight have been made exempt from ICC regulation: a) All freight shipped incidental to domestic air transportation — that is goods shipped either directly before or after air transportation; b) Livestock feed and poultry feed; c) Pumice stone and volcanic rock used for decorative purposes; d) Used shipping devices — pallets, containers; e) woodchips.

6. **Food Transportation.** Food sellers who usually deliver their goods can now give their customers rebates equal to the actual cost of transportation of the freight. This differs from the past where rebates were only allowed on a zone-rate

basis which put fairly distant points within the same zone and thereby cost customers more than it was worth to ship their own freight.

7. **Contract Cartage.** A contract

carrier is a carrier who submits on his application that he is going to haul for a specific company with whom he has a contract. The carrier's permit will be to haul

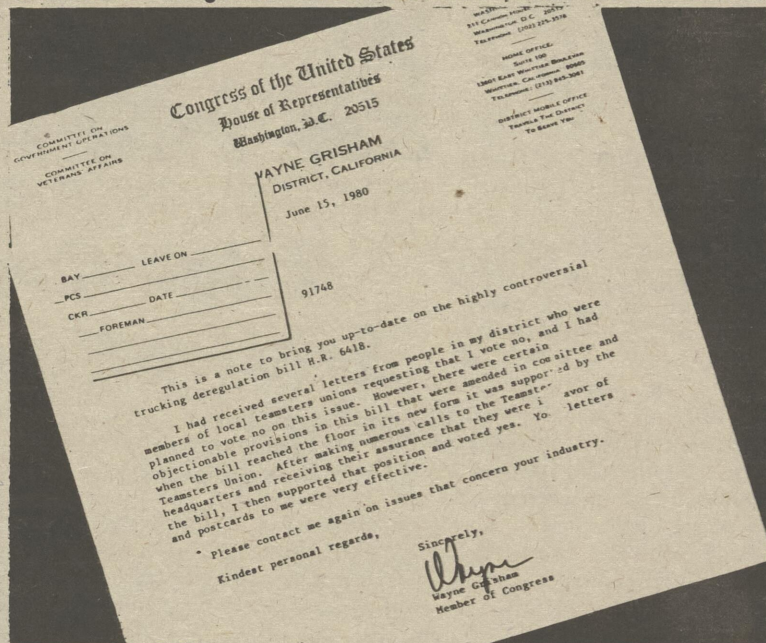
commodities only for that company or other companies with whom he has a contract and for which he has submitted an application. There have been two changes made here: First, a contract carrier can now contract with, and obtain permits for, an unlimited number of companies. Previously this was limited to 8 customers per carriers. Second, the contract carrier will obtain an immediate 48 state authority once his application is granted. Previously he had to list the routes and points he would use in addition to listing the shippers he had contracted with. Now he only has to list the shippers.

8. **Private Cartage.** The ICC now has no jurisdiction over transportation of property by motor vehicle between corporate entities which are 100% owned by a parent company (as long as the truck company itself is also owned by the parent company or one of its subsidiaries as well).

9. **Lumping.** Forced unloading by the customer is now illegal. Previously, a dock foreman could demand payment for unloading and use lumpers to do the job. But this right of truckers to unload their truck does not invalidate the right to put up a legal picket line at a dock when that driver comes to unload.

10. **Master Certification and Broadening the Permits.** While master certificates — that is permits that grant authority to haul a wide spread of different commodities — will no longer be granted, the ICC will now grant permits using a list of 36 basic commodity categories. Carriers can, of course, get permits that cover more than one category.

11. **Co-ops.** Non-farm members can transport 15% of their traffic on non-regulated co-op trucks. (The coop can haul up to 50% of its tonnage in non-members shipments — including farm and non-farm shipments). On backhauls, however, non-farm, non-member (ie. general freight) can be as high as 25% of a co-ops tonnage.

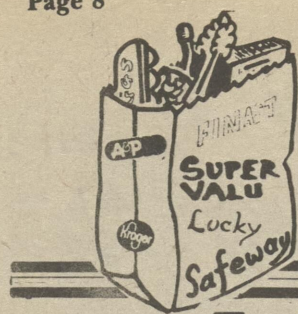


IBT Supported Deregulation?

This letter from Congressman Wayne Grisham, Republican of California, indicates that the IBT supported the House version of the deregulation bill which became law on July 1.

Remember all those cards and letters our officials asked us to write? Congressman Grisham says that they were "very effective" and had convinced him to vote against deregulation. But, he added, "After making numerous calls to the Teamster headquarters and receiving their assurance that they were in favor of the bill, I then supported that position and voted yes."

Teamster officials have told the rank and file that they opposed the bill because it didn't contain adequate job protection provisions. But they appear to have told Congress something else. As one congressional aide put it, "If the Teamsters had really opposed the bill I would find it hard to believe that there would only have been 13 votes against it."



the grocery bag

A & P Fires Rentar; Detroit Left Unprotected

The recent top management shakeup at A&P has resulted in the company's decision to rid itself of Rentar, the driver leasing outfit. When A&P took over complete control of its driver operations on July 28, the effects were far-reaching—and very different for the affected Teamsters.

Drivers in Louisville Local 89, when informed that A&P wanted to introduce a new 30 day probation period and physical examinations as a condition of the shift from Rentar, made it clear that there was no way they would work under those conditions. They were supported by their local.

But in Detroit's Local 337 drivers were told by BA Charlie Isom that this was the way it was going to be because that's how the company wanted it.

The result? Louisville drivers are now working without any new probationary period or new physicals. Detroit drivers are now on probation and have taken physicals.

A&P made an outrageous request. It was turned down flat in one case, and was the clear winner in the other. Same

company, same shift, and the the drivers in both cases were Teamsters. Why the difference?

Organization Pays Off

The difference lies in the state of organization of the rank and file in each case. While it is true that Local 337's leadership is allowing these new conditions to go into effect without even a whimper, the critical difference is that the Louisville drivers are organized in TDU and would not have allowed this change to go into effect without a major fight.

The Detroit drivers hold the bitter memory of the last shift that took place in 1976. When A&P changed leasing companies from Vroom to Rentar, 18 men lost their jobs due to "flunking physicals" and other phoney reasons. The company took advantage of the shift to get rid of the most outspoken militants. Local 337 was only too glad to see these men gone because among them were leading opponents of Local 337 president Robert Holmes.

TDU was just beginning at that time, and while these fired

Vroom drivers were backed by TDU they were not successful in winning their jobs back. The trick worked, and the remaining drivers have been disorganized since then. They are scared the same thing could happen again this time.

In contrast, the Louisville drivers have been getting better and better organized. Some have been long time PROD members. They began organizing a TDU chapter last year, and recently won an impressive contract. Included in that contract was an important clause (with Rentar) that in the case that Rentar should no longer run A&P's driver operations, the men's seniority would revert to A&P. This is an especially

TDU Battles More Tricks in Washington State Local 252

Early this year the membership of Local 252 voted at a meeting for a few by-law reforms proposed by the TDUs in Local 252.

The officers couldn't stand this measure of democracy. So they got an "opinion" from their attorney that the vote was

not valid.

TDU members brought charges against them, and that matter is still disputed. Meanwhile the officers scheduled a new vote which was held on July 22. This time they were four choices on the ballot, and the instructions allowed you to vote for only one! No proposed by-law amendments were printed on the ballot, instead four confusing choices (two called yes, and two called no). Nothing got enough votes to make a change, although the officials swung the greatest number of votes in this confused situation.

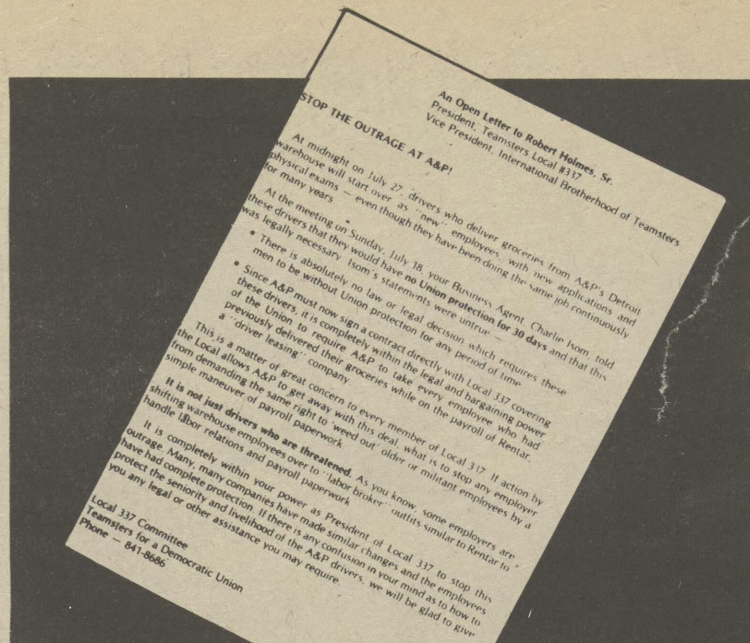
Again their attorney came through loyally, with a letter read to the members that such democratic reforms as the right to vote for stewards would allow a small group to rule the local!

It seems some officers will go to any lengths to maintain minority-rule. But they should ask their new BA, who is a cast-off from Local 690 in Spokane where TDUs swept out all the officers last winter. He could tell them what it is like to roam from local to local, looking for a new home after the members rebel against clique-rule.

HARPER DRIVERS NEED YOUR HELP

St. Louis Teamsters who worked for Harper, carrier that was put on a 9 month strike by the International and left to hang, received a stunning blow in June at the Joint Area Committee. The panel refused to support their claims to work (or compensation) where other carriers had bought Harpers rights and/or were doing what was Harper's work. After the long strike and this crippling decision, the Harper Drivers need your help. Please send whatever you can to St. Louis Area TDU, c/o Jim Askew, PO Box 3436, Maplewood, Mo. 63143

—from St. Louis TDU

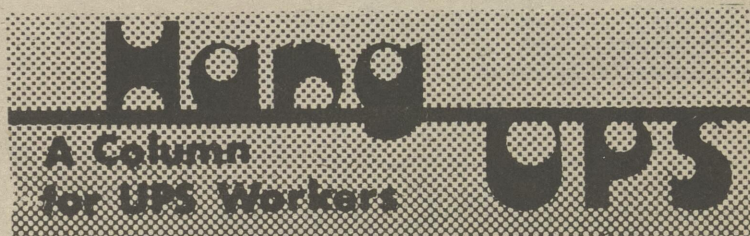


important precedent to be used by others working under leasing contracts.

TDU is Fighting Back

Local 337 has left these drivers at the mercy of the company. TDU is publicizing

this outrage, and protesting it through an open letter to Local 337 President Robert Holmes (above). Holmes can stop this scandal. Will he protect these men? And why did he allow them to be put under the gun in the first place?



UPS RANK & FILERS meet at last year's Convention. Attendance by UPSers has grown steadily at every Rank & File Convention.

Judge Overturns Arbitration Award

By Herman A. Sharp Sr.
Local 89
Louisville, Ky.

In November, 1979, we won a big grievance against Rentar (A&P) in Louisville. It involved abuse of our seniority provision by the company (reported in Jan. Convoy Dispatch).

Our contract stated that an arbitrator's ruling is 'final and binding'. But Rentar appealed this decision before a federal judge. Local 89 filed a counter-appeal. After waiting for several months, the judge ruled in favor of Rentar!

In the opinion of the Judge, Charles M. Allen, the arbitrator was wrong in his interpretation of the contract. Judge Allen also said that the arbitrator's power should be limited to the written agreement and shall not include the rights to establish new contractual provisions.

But we feel that it was Judge Allen who changed the provi-



HERMAN SHARP, Local 89, will be at this year's Rank & File Convention to tell how they've won better contracts at Louisville A&P.

sions of the written contract. Local 89 says it will appeal, and perhaps we will get an unbiased judge who will not be swayed from giving a just and fair decision.

In our new agreement, we have a provision to take care of such decisions of an arbitrator, even if it means to strike.

Philadelphia UPS has been fined \$7600 for having people walk on moving belts and having packages stacked in the aisles, making walking on the belts necessary. The citation was for "willful misconduct." The company now has a strict policy against walking on the belts. If your hub or center doesn't have this policy yet, contact TDU....In Indianapolis UPS has tested a new system of speedup — having the package car driver deliver packages without getting a signature. The point, of course, to increase the number of stops per hour. Watch to see if the system spreads to other areas....In Pittsburgh the grievance panel has weakened contract protection for discipline by allowing a letter that was over a year old, to be included in another, later, letter sent to an employee. The contract states that no letter is valid after 9 months, but the panel narrowed this protection to 'discharges only'....Chicago newspapers report that UPS hired a private security firm, which in turn hired a spy, to observe its workers during the 1976 contract campaign. TDU, UPSurge and PROD members were among the targets of the espionage....Wisconsin UPSers report that there are rumors that the Union will allow one of the two personal days to be turned into a fixed day off on a non-peak day....In Local 340, Maine rumor has it that the son of Fred Dobsen, President of Local 340, works as a supervisor for UPS in Massachusetts....And Massachusetts UPSers report that there are non-union clerks working side by side with Teamster clerks, working for \$5 an hour with no benefits on 7 hour shifts....

Canadian Rank and Filers Hit Financial Abuses

When the Canadian Conference of Teamsters' delegates assembled in Vancouver on July 27-30, Canadian Conference Director Edward Lawson went "first class." He stayed at the "International Suite" of the Bayshore Inn — at a cost of \$450 per night, on the Union's tab.

"Ten pickets could be kept on strike for a week with that money," said Jack Vlahovic, TDU leader in Local 213, British Columbia. The British Columbia Chapter of TDU distributed a flyer to the delegates asking over a dozen specific questions about the financial and other problems in the Conference.

Their flyer cited the failure of Lawson, a Trustee of Local 213, to attend local union meetings, despite the fact that the local pays him an honorarium of \$400 per month. It also questioned the increase in the per capita tax from the locals to the Conference (recently raised from 25 to 40 cents) and voiced dissatisfaction with plans for another increase of 45 cents over the next 4 years. TDUs asked whether these increases were caused by such wasteful practices as the Local purchasing more lavish facilities for the Conference officers and "first class" junkets by Lawson. To see just how the money is spent

the TDUs demanded regular financial reporting to the members.

Officials Avoid Election of Delegates

While the rank and file's grasp of the facts was clear, the officials had arranged to conference to insure their control. "It's a bloody farce" said Vlahovic. "These conventions don't have any rank and file access or participation." In fact, Vlahovic and others were denied a chance to run for delegate because their Local sent two officials who had been appointed to fill vacancies as



Jack Vlahovic, local 213, B.C. and Pete Camarata are rank and file candidates For International President and Secretary-Treasurer. THEY'LL be at the Rank and File Convention in Cleveland. Will you?

delegates.

Not only was the rank and file denied access to the conference itself, but it was even abused in the way the work surrounding the conference was handed out. The North West Trailways shuttle bus service for the conference is a Teamster job — and it should have been bid without discrimination. But

Canadian Conference Organizer Ed Zimmerman, sargent-at-arms at the Canadian Convention, made sure that two TDU drivers were excluded from this job. It seems that when it comes to abusing the privilege of office even Union contracts don't mean much to the officials of the Canadian Conference.

ONE DRIVER'S FIGHT FOR SAFETY & JUSTICE

On May 15, Clyde Johnson Jr., Local 528, Atlanta, employee of Signal Delivery, came upon an accident in which two trailer trucks were involved. In the words of the Cobb County Police Dept., "It was because of his alertness and professional driving skill that he avoided an accident himself. It was through Mr. Johnson's willingness to get involved that other motorists were warned of possible danger in that area."

In response to these actions Signal Delivery rewarded Brother Johnson with a warning letter for "excessive breaks... equipment delays!" The following is excerpted from Clyde Johnson's letter to the Regional Manager of Signal Delivery, Mr. George Hill.

Dear Mr. Hill,

I have been with Signal Delivery for nearly ten years during which time I have always made every effort to conduct myself in a professional manner and accomplish my assigned duties in the most effective and profitable manner to the company as possible.

During my first six years with the company everything was normal. Then about four years ago I had the opportunity to join the Professional Drivers Council, (PROD), an organization

dedicated to improving the working conditions of all professional drivers with a special emphasis on truck safety and Union reform. I had then, and still have today, very strong convictions along those lines...

Harassment comes in many forms, but the most effective seems to be the issuance of reprimands and warning letters knowingly without good cause. After my official protest, the letters were withdrawn.

If it should occur to you in a moment of reflection why I am writing this letter let me say this: I am only an individual fighting to enjoy what is a Constitutional guarantee. On the other hand, persons in both labor and management who have at times been placed in embarrassing positions because of my activities, seem to have inexhaustible resources when it comes to trying to separate me from the employment of Signal Delivery.

Well, Mr. Hill, I am a good employee, I do a good job, and contrary to anything you might think, I am an asset to the company and with God's help I plan to be there until I retire.

Sincerely,

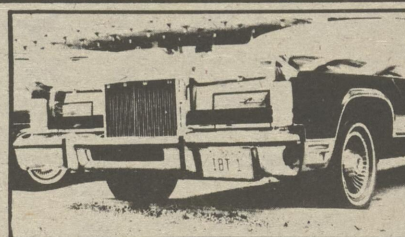
Clyde Johnson Jr.

TDU CO-SPONSORS PENSION CONFERENCE

TDU is one of the co-sponsors of a 'Citizens' Conference on Pension Policy to be held in Washington, DC on September 5-7. The Conference program will include a public hearing on pension problems and workshops on specific pension issues, such as shorter vesting periods, workers' control over how pension funds are invested, proposed pension legislation, and strategies for improving the pension system. Other

sponsors of the Conference include senior citizens', consumer, women's, and labor organizations, including the Machinists Union and the National Association of Office Workers.

If you'd like to attend the Conference, or want more information, contact TDU's Washington office, or call the Conference coordinator at 202-296-3779.



**YOUR DUES
PAY FOR
THIS?**

"Donations" Fund Election

Convoy Dispatch has learned that it is a practice in Local 7 in Kalamazoo, Mich. for the Executive Board members and the BAs to each "donate" \$50.00 a month for the campaign fund of Local 7 President Jack Brand.

This figures out to about \$18,000 over a three year period.

"I was on the Executive Board and I had to get off after I saw the way they operated," said UPS worker Paul Thierbach. "We really need a change in this local." Until a few months ago Thierbach was a trustee in Local 7 when he resigned.

It is well known that this sort

SHEERAN INDICTED

Frank Sheeran, President of Wilmington Local 326, was indicted on July 14 for allegedly negotiating sweetheart deals defrauding Teamsters in Delaware and elsewhere of thousands of dollars in wages and benefits. Sheeran reportedly made these deals with driver leasing companies controlled by Eugene Boffa Sr., a mob-tied figure in N.J.. Boffa in turn leased the drivers to corporations such as Crown Zellerbach and Inland Corporation. This alleged set-up enabled Boffa to dominate the drivers with the threat of bankrupting the phoney 'leasing Company' and starting up again under a new name. Sheeran is accused of having received various forms of payoffs from Boffa for his services.....

Meanwhile, Local 237, NYC., was found to have grossly overpaid insurance fees to

of practice goes on in some other locals as well. If a BA refused to pay the 'bagman' — well, he may find himself out of a job soon.

This practice allows well-entrenched cliques to perpetuate their rule. For example, it is estimated that International VP Bobby Holmes spent well over \$50,000 in his last election

effort in Local 337 — with most of it coming from his army of loyal appointed BA's. TDUs in Local 7 agree. They are working for a change in the local leadership, as well as forming a TDU chapter. And it just may be that the election this fall may produce changes, no matter how big Brand's war-chest may be

WALLA CONVICTED

by Elmer Wymer, Local 682

On May 20, St. Louis area PROD/TDU's efforts to obtain justice finally paid off when former President E.E. Walla pleaded guilty to three counts of a Federal indictment concerning his retirement "preparation" — his rape of the local's treasury for \$200,000.

Walla told the sentencing judge that he had "manipulated" the other Executive Board members. It remains to be answered how this was done. U.S. attorney David V. Capps told the court that Walla received about \$200,000 in "gifts" from the Local Executive Board in the 28 months prior to retirement. Capps said that this sum didn't include Walla's salary, travel advances, or taxes paid for him by the Union. During this period, the Local's assets dropped by more than 40%.

The court, after hearing Walla's attempted dramatic, tear-

Trans World Life Insurance Co. (23c per dollar of premiums instead of the normal 8c-12c) to the tune of \$1 million. The broker who helped arrange the deal is married to a cousin of Local President, Barry Feinstein.



E. E. Walla

ful, pleading for leniency, gave him the maximum sentence of 15 years immediate confinement.

PROD/TDU activists pursued this case for years — appearing before the Organized Crime Strike Force Federal Grand Jury in October, 1976, picketing the federal courthouse after undue delays, contacting numerous Senators, and using the media. You sometimes have to use all these sources if an investigation bogs down. Persistence and determination is the only way to overcome the entrenched power you will encounter. KEEP THE FAITH.



CHANGE IT! by Doug Allan

IBT Convention—July, 1981: Are You Ready?

That's right. It's less than a year to our next IBT Convention. According to the IBT Constitution (Article 3, Section 1), the Convention must be held every 5 years "At such time and place as may be designated by the General Executive Board upon the recommendation of the General President."

The last IBT convention was held on June 14-17, 1976 in Las Vegas, Nevada. Although the official call for the convention has not been made yet, it has been announced that the Convention will be held in Nevada in July 1981. Nevada is one of the states that has not ratified the ERA — and TDU is protesting the IBT's plans to hold it in that state. But no matter where the Convention is held, this is where the IBT Constitution is amended (Article 2, Section 9).

Most of us look at the IBT Constitution as a distant part of our everyday lives. But in fact it controls all our everyday working conditions. Rank and filers have been making changes in our locals for several years — but until we change the IBT Constitution our efforts are wasted. The Constitution overrides our Locals, our Joint Councils, our Conferences. For instance, Article 6, Section 4(a) says, in part: "Bylaws of Local

Unions and other subordinate bodies and amendments thereto, shall be effective upon approval of the General President." And the powers of the General President — how he is elected, when and by whom, are all defined in the Constitution.

TDU is Preparing for the IBT Convention

TDU already has a candidate for General President — Pete Camarata. We also have a candidate for General Secretary-Treasurer — Jack Vlahovic. But most important, TDU has several Constitutional Amendments that are badly needed. We will be discussing these Amendments at our Rank & File Convention in October and campaigning hard for them up to the time of the IBT Convention.

Are You Getting Ready for the Convention?

TDU is getting ready — that is true. But TDU can not do anything at the Convention without you, the rank and file. We have heard members say — WHAT CAN WE DO ABOUT THE CONVENTION OR THE CONSTITUTION? There is plenty you can do.

First: read the IBT Constitution. You are entitled to a copy

of it (Article 14, Section 1 (b)) and are obliged to obey its provisions, whether you know about them or not! Second: join TDU and get a copy of the **Convoy Dispatch** every month. We will be having articles in the paper about proposed changes in the IBT Constitution. Third: come to the TDU Rank & File Convention. We will be having a workshop on the IBT Convention. Fourth: last but not least, send your ideas and thoughts about what you think should be done. As we stated earlier — TDU can do nothing without the rank and file. That is what TDU is — the rank and file joining together to turn our Union back over to the rank and file.



Roger Groendyk and Bud Houghtaling, Local 406, Grand Rapids, at the TDU Michigan Union skills Workshop

TDU Organizing

TDU Chapter Forms in Local 310, Tucson, Arizona

A 7 member delegation from So. Cal. TDU spent one of the most gratifying afternoons they could recall with members of Local 310 in Tucson, Az. on Saturday, June 21. When it was over a new TDU chapter in Tucson had been formed.

The story of Tucson TDU centers around a respected little lady with a lot of spunk, named Enee Nolen. She had worked in the office of Local 310 for 14 years when she was verbally fired this spring by Bill Depper, President of the local. Her offense: she dared ask for a raise. Despite solid backing from the members of local 310, and numerous character references from members and former officers, Enee was unable to make Depper reconsider. The International and Western Conference turned a deaf

ear to her appeals. So she contacted TDU.

Local 310 is a general Local of which approximately 300 workers are freight drivers and dock workers. The balance of the membership of 2,300 or so

are spread out among different crafts. Right now the workers are divided into their particular group, and the first job of the new 11 member TDU Steering Committee will be to build a more united rank and file.

So. Cal. Production Workers Cttee.

Factory workers in the Los Angeles area have formed a Production Workers Committee within their local TDU chapter.

Unskilled factory workers are often the lowest paid Teamsters with the fewest fringe benefits. Most work in factories covered by single contracts, making it difficult to organize around common problems with other Union members. The goals of the Southern California com-

mittee will be to educate and organize fellow production workers around the TDU Bill of Rights. The activities of the committee will include preparation for contracts, strike support and educational campaigns on workplace and union rights. Correspondence to the Production Workers Committee can be sent care of TDU Southern California chapter, PO Box 1868, Lynwood, Ca. 90260

TDU Organizing News

W.P.A. BIRTHDAY PICNIC

About 150 people gathered on July 19 for the 5th birthday of the **Horse's Mouth**, the newspaper of the W. Pa. TDU Chapter. A great time was had by all, especially the kids.

The Chapter is currently holding a Fund Drive to provide monetary backing for the monthly paper — the goal is \$2000 by October 11, the date of the rank & file Convention.

BENTON HARBOR

An organizing committee to form a TDU Chapter has formed in the Kalamazoo, MI area, composed on Local 7 members. A public meeting is set for Sunday August 10 at 2 PM. For more info call 616-429-9389. Rank and filers met with organizer Ken Paff, Central Cartage steward Rich Marcum, and TDU-PROD veterans John Houghtaling and Roger Groendyk in laying the foundation for their chapter.

BRIDGEPORT, CONN.

TDU Organizer Ken Paff went east in July to meet with members in Bridgeport and establish a TDU Organizing Committee. A larger meeting will be held on August 16. Those interested should call the TDU office.

NJ TDU ORGANIZES

Ken Paff also met with rank and filers in Southern New Jersey to talk about building TDU in their region. Teamsters from CBS Records, National Freight, UPS and other companies met and discussed the NLRB charges they had filed and building TDU. The So. Jersey Teamsters are already making plans to come to the Rank & File Convention — and one of them is going to give a week of vacation time to help work on Convention preparations.

MICHIGAN WORKSHOP

On July 27 over 50 Teamsters travelled from several locals around the state to Pontiac for a TDU Union Skills Workshop. Workshops were held on the grievance procedure and on organizing for good local contracts.

OHIO WORKSHOP

75 Rank & File Teamsters attended the TDU Ohio Union skills workshop in Cleveland on Sunday, August 3rd for an extended discussion on how to use the grievance procedure more effectively. The meeting drew strong participation from stewards in the Cleveland area, who talked about their experiences in filing grievances and organizing the rank and file

WHAT'S YOUR EXCUSE?

We all know its true—we have excuses for our apathy. What's yours?

- ☐ "I complain at the coffee shop about the union officials. That's enough." (It's just worthless, that's all. Time to do something positive.)
- ☐ "I don't have the money right now to join." (The cost is \$15 per year—\$25 if you can afford it—about 1c per hour, or one pack of cigarettes every two weeks.)
- ☐ "I support TDU, but I'm not a joiner." (Support is nice, but the time has come to put your money and backing where your support is.)
- ☐ "TDU is right, but maybe it will end up dominated by organized crime just like the union. I'll stand by myself." (That won't do much good. Time to think about the need for Teamsters to stand together for our rights. And that's what TDU is all about!)

TIRED OF MAKING EXCUSES? THEN JOIN TDU

BE PROUD... STAND TALL... DO SOMETHING POSITIVE TO HELP YOURSELF

Name _____ Local Union# _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐
Production ☐ Other _____

- ☐ \$15 basic membership fee—for one year's membership and subscription to **Convoy Dispatch**
- ☐ \$25 membership fee for all Teamsters who can afford it. (\$5 of this will go to the local chapter)
- ☐ \$10 for spouses and retirees, and Teamsters who gross less than \$10,000 a year
 - ☐ I want to distribute **Convoy Dispatch**. Prices per issue are: ☐ 100-\$7 ☐ 50-\$5 ☐ 20-\$3 ☐ 10-\$2
 - ☐ I want to help build TDU by signing up members or helping organize a meeting. Contact me.

Join TDU!

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

Louisville, Ky.

Carhaul Jobs Derby

The following report on the consequences for the carhaulers of the bankruptcy of Dealers Transport is unfortunately one of a series. Within the last eight months several thousand rank & file carhaulers have lost their jobs and/or seniority due to the turmoil in the industry and our pitifully weak contract. We suffer and learn from these tragedies. The Carhaulers Coordinating Committee of TDU is resolved to change this contract in 1982. We all need and deserve full and complete job security and seniority rights protection.

The smoke is still clearing from the June bankruptcy of Dealer's Transport, long Ford's carrier out of the Louisville, Ky. car and truck plants and from railheads in Memphis Tn., Jackson Ms., and Port Allen (Baton Rouge) La. Dealers' owners are suing Ford, claiming they were deliberately bankrupted when Ford refused to pay some \$3 million owed to Dealers, but whatever the outcome of the lawsuit, the damage has already been done to the job security and seniority rights of Dealer's Teamsters employees.

As reported in last month's **Convoy Dispatch**, Ford has shifted all the former Dealer's traffic to **Motor Convoy** except the northbound cars out of Louisville which have gone to **E and L Transport**. Neither Motor nor E and L bought any Dealer's assets (operating au-

thority, equipment, etc.) leaving them free from any contractual obligations to the former Dealer's employees.

The National Committee ruled that both E and L and Motor Convoy must staff all the operations taken over from Dealers with their own laid off employees within the Central-Southern Conference who want to go. next in line are laid off Motor Convoy employees from the Eastern Conference. (E & L has no Eastern operations.) Motor Convoy and E & L then "generously" agreed to fill any remaining jobs with former Dealers employees in seniority order before hiring off the street.

This solution seems to have pleased no one. The former Dealers employees understandably feel the work should be theirs alone. They remember back to 1961 when E & L left Louisville and the E & L employees got to take their seniority over to Dealers. But the contract language has changed since then. With the current contract and the National Committee's recent record on changes of operations, the Dealers people are "lucky" to get preferential hiring.

In fact, the Dealers drivers are likely to come out of this better off than they currently expect. TDUers at Motor Con-

voy and E&L report there'll be very few permanent transfers to the former Dealers operations. As business picks up in their home terminals, most recent transfers can be expected to return home, leaving the jobs for former Dealers drivers. Of course the Dealers drivers will be starting out from zero on vacations—a bitter pill to swallow.

Only the Motor Convoy drivers from Winston-Salem NC feel especially disadvantaged. Winston-Salem Motor Convoy has lost the Ford rail ramp to Nu-Car. Originally they were not allowed to bid on the Louisville jobs at all. The June 3 decision allowed them to bid, but they follow all Central-Southern Motor Convoy transfers. Winston-Salem Local 391 says they will try to reverse this decision with the panel (by separating Central from Southern) but the odds are very slim.

How Local 89 Can Act Now

According to most reports, the leadership of Louisville Local 89 has yet to rise to the challenge of these events and begin to fairly represent all its members, including those transferring (even if temporarily) from elsewhere under the additional help clause. Instead of prolonging the confusion and

bitterness, Local 89 can move immediately in two areas to protect the jobs of its members:

•First, force Motor Convoy and E&L to use Teamster mechanics for all garage work. Dealers ran a first-class garage in Louisville with 57 Teamster mechanics on the seniority list. Now E&L and Motor Convoy are getting away with scab shop work in Louisville. How?

The Dealers trustees have leased the garage building to "Fern Valley Truck Repair," complete with Dealers' wrecker, welder truck, parts inventory, etc., run by G.B. Winters, the former Dealers Terminal Manager. This is a complete scab operation and a straightforward violation of Article 54 (Subcontracting) of the carhaul contract.

•Second, Local 89 can bring jobs to former Dealers drivers by enforcing the 'equalization'

provisions of Article 47, Section 4. TDUers at E&L report that E&L would like to run their Louisville operations as much as possible as a "Backhaul terminal" with the bulk of the loads being backhauled (at cut



rate mileage pay, naturally) by drivers from Michigan and Ohio. But Local 89 can insist on an equal share of this traffic for Louisville domiciled drivers. This will put more former Dealers drivers back to work.



Don Ricks, Anchor Motor Freight, Baltimore Local 557, and Marge McNeil at the 1979 TDU Rank & File Convention. Don and Marge got married, August 9, 1980. Congratulations. Join these TDUers at this year's Convention, October 11&12, in Cleveland

six way split

After many years Anchor is closing its terminal in Norwood OH leaving all the Cincinnati GM business to **Complete Auto Transit**. Even though Complete is buying no operating authority or equipment from Anchor, Complete has agreed to take all the Anchor-Norwood employees before they hire off the street. Anchor carhaulers going to Complete wanted to be able to dovetail their seniority into Complete; instead they must start over again as new hires at the bottom of the board.

Every carhauler should know that our only protection against the effects of deregulation is a uniform national contract in a 100% unionized industry. But unfortunately

there is some scab new-carhauling. Toyota runs scab loads out of Jacksonville FL through a truck-and-driver leasing arrangement with no effective resistance from Local 512. A smaller but no less dangerous outfit is **Western Auto Transport** in the supposedly solidly union S.F. Bay area of California. Western has six trucks hauling Datsuns out of Benicia CA. This is Local 315's territory. **Organize or die!**

Carhaulers Beware. Few if any "robber barons" of carhaul management can compare with the Bridge boys of **Baker Driveaway** d/b/a Alpha-X out of Detroit and points east. It's as close as you can come to a scab operation and still

be under union contract.

The latest Bridge scam is a proposed broker operation out of Detroit. **Alpha X** has some of the K-car business eastbound. They would like to have more but are uncertain of the prospects—it's risky buying new equipment for business which may not materialize or last. The solution is to put all the financial risk on owner-operators. So Alpha-X is advertizing for brokers. It will cost you \$80,000 to \$90,000 (10% down) for a new IH ten-car and 70% of the revenue. (The national master contract says 75% minimum. Local 299 is negotiating for 85%. We'll see...)

No one in their right mind will buy into this game. If Alpha-X gets and holds this new business, they will cancel the leases at the first opportunity and force the brokers to sell out cheap to the company. If Alpha-X doesn't get and hold the business, the company loses nothing. The owner-operators will take the whole loss.

The National Labor Relations Board has awarded Winston-Salem NC Motor Convoy driver **Ron Walker** reinstatement with full back pay. Walker was fired in Sept. 1978 after he hit a bridge with a 14 foot high load. Local 391 dumped Walker's case in the grievance procedure.

The NLRB found that Walker had actually been fired because he filed a number of grievances against Motor Convoy's unsafe practices, including forcing out illegally overheight loads.

Motor Convoy is appealing the decision. But with any luck Brother Walker should soon be back to work with over \$40,000 in backpay. Maybe Motor Convoy and other companies will now think twice before disciplining drivers who

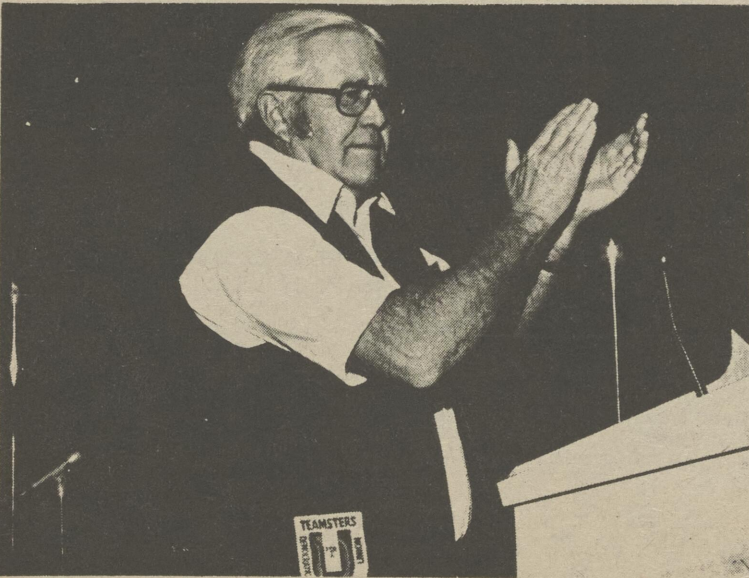
protest unsafe conditions.

Baltimore Anchor carhaulers note with interest the recent violent physical assault on garage foreman Will Foley by a couple of scab welders from Ratliffs. Anchor gave overflow welding work to this scab outfit after their Teamster mechanics successfully stopped the dangerous practice of welding on loaded trucks, with gasoline in the tanks, in the Anchor garage. Rumor has it Foley was attacked for failing to pay extra to Ratliff for private work for Terminal Manager Hallohan. Maybe the FBI can sort this one out.

Former Automobile Transport, Inc., carhaulers have filed a grievance to be allowed to go to work for **Weber Transport Co.** d/b/a ATI out of Pt. Newark NJ and Wilmington DE. Weber has bought all ATI's operating authority through

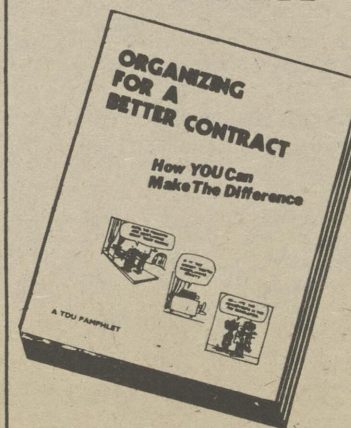
the bankruptcy court plus some ATI equipment.

If news from your terminal is not here, it's because you didn't send it in to **Convoy-Dispatch** (or we ran out of space). The **Carhaulers Coordinating Committee** of TDU is the voice of the rank & file in our Union and our industry. The CCC is only as effective as you make it. Carhaulers from across the nation will be gathering at the TDU Rank & File Convention in Cleveland, Oct. 11 & 12. Don't miss this meeting. Among other things we will be planning to raise the demand for **Majority Rule on Contracts** at the IBT Convention next summer. In the meantime, write or call in (313-842-2600) news about what's happening in your area. **Rank & File communication** is the key to unity and strength.



Bill Slater, Vice President Local 468, Oakland, California, addressed last year's TDU Convention. He'll be back this year, along with other TDUers and carhaulers from West of the Rockies.

ORGANIZING FOR A BETTER CONTRACT



Now available from the TDU Office. It has sections on Increasing Your Bargaining Power, Tools for Organizing, Voting on Your Contract, and others.

It's designed for Teamsters who have a contract coming up in the future, and for TDU Chapters and members to be able to help other Teamsters.

"If we had this book a few months ago, we could already have made a difference" was the reaction of a member of Local 406 when he got his hands on it. You'll probably agree.

Send your orders to TDU, Box 10128, Detroit, MI 48210

RANK AND FILE CONVENTION

The Fight to Defend Jobs and Contracts

Hundreds of them came—from some 30 states and provinces. From as far away as Alaska. By car, by plane and every other means. Some borrowed money to come; some borrowed time.

"And it was worth every bit of it!" says John Torbet of Local 468, about the 1979 Rank and File Convention. Torbet led the largest delegation from the West Coast from the Nor. Cal. Chapter. "And we'll be back this October."

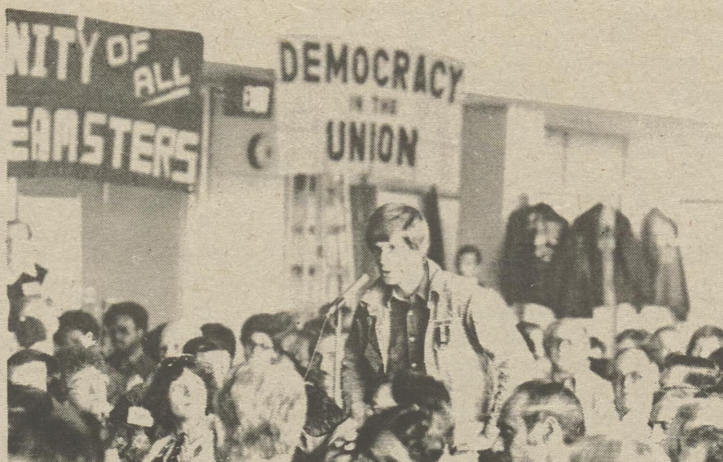
Many of those people went home and built TDU Chapters. Or reformed their bylaws, fought productivity schemes, or got elected a steward or to local union office. They're the people who make it happen.

This year you have more reason to attend. In almost every Teamster industry, our jobs and conditions are on the line.

A time to do something. To find out what to do, how to do it. That's what the Rank and File Convention is all about.

It's worth making the decision now to set aside the second weekend in October. It's worth the time, the money and a lot more.

If you register early, you help our planning and you save \$5 on your registration fee, \$10 for a



couple.

You'll never regret it. Ask anyone who came last year!

WHAT TO EXPECT AT THE CONVENTION

MAIN SESSIONS

There will be three main sessions at the Convention where we all meet together. You'll hear from TDUs who have won office, TDUs who are leading campaigns to better contracts. You'll hear from Pete Camarata and Jack Vlahovic, the rank and file challengers for International Office, from Teamsters who have led other reform campaigns and successful battles.

We will also take up our direction for the next year:

• Jobs, Contract Conditions.

Lay plans on the fight to meet the threats facing us.

• **Democracy.** Kick off a Rank & File Campaign at the coming IBT Convention.

• **Looking Ahead.** Discuss plans to keep building the rank and file movement. Vote on leadership for the next year and on amendments to the TDU Constitution.

SPECIAL MEETINGS

There will be meetings organized for freight teamsters, car haulers, road drivers, construction, UPSers, grocery and warehousing, factory and brewery and soft drink, steel haulers. Plus special company meetings such as Roadway, Central Transport and others.

ATTORNEYS, LABOR EDUCATORS AND GUESTS

• Numerous attorneys affiliated with TDU will be available to assist with appropriate workshops and help you with your legal problems.

• Labor educators will be giving special workshops.

• Rank and file leaders and guests will be attending to share and learn and to show solidarity.

WORKSHOPS

Workshops will be offered on Saturday and Sunday in the following subjects—you can learn from those who have the experience. (See next Convoy Dispatch for more details.)

- Using the grievance procedure
- Being effective at union meetings
- Organizing for local contracts
- Teamster pensions—fact and fiction
- Campaigns for local union office
- Your legal rights
- Driver safety
- Wives in TDU
- Local by-laws and how to change them
- Preparation for an internal

ple who want to change our union—from coast to coast. And there will be special events too.

• **Banquet and social evening.** Fabulous sit-down banquet dinner Saturday evening with after dinner speaker, cash bar and entertainment.

• **Entertainment.** Special events for members and wives... The Academy Award winning movie *Norma Rae* will be shown. Also another Academy Award winner, *Harlan County, USA*. Other events as well.

• **Short film.** A film about TDU and TDU members. Workplace footage, demonstrations, workshops, members participating in the last two Conven-



union hearing

- Producing and using rank and file papers
- Getting media coverage for the rank and file
- How to research your company
- Using staff
- Fighting discrimination
- Building local chapters

SPECIAL EVENTS

The TDU Convention is a chance to get together. There will be time to meet and talk with people like yourself—peo-

tions. By the Teamster Film Project of San Francisco.

COME AND BRING YOUR FAMILY

The Holiday Inn is conveniently located right across the street from the University Center where the convention will be held. TDU is a family affair and the convention offers many interesting workshops and films for the Teamster and his or her spouse.



REGISTER NOW!

Cleveland State University, Cleveland, Ohio. Downtown Cleveland, Euclid at East 22nd.

Friday Registration: October 10, 6-10 pm, University Center

Saturday Registration: October 11, 9-11 am, University Center

Register by mail before September 26 to get a \$5.00 reduction in registration fee. If registering for others please give same information. Guests and attorneys use same form.

If you are on strike, a part-timer, or facing some other hardship, contact the chapter in your area for possible assistance with registration costs. Those travelling over 500 but less than 800 miles get one-third reduction in registration fee. Those travelling over 800 miles pay one-half registration fee (but full motel fees).

Registration fee includes all food, Saturday night Banquet, coffee breaks throughout the convention, entertainment, and your convention materials. (Cash bar is extra.)

Name _____
Address _____
City _____ State _____ Zip _____
Phone () _____ Local No. _____

CONVENTION REGISTRATION

		# of Persons	Total
Saturday & Sunday	38.00	_____	_____
Saturday only	25.00	_____	_____
Sunday only	14.00	_____	_____
Fri. Dinner & Sat. Breakfast	9.00	_____	_____

HOUSING COST (11½% tax included)

		# of Nights	
Single occupancy	30.00	_____	_____
Double occupancy	40.00	_____	_____
Triple occupancy	46.00	_____	_____
Quad occupancy	51.00	_____	_____

CHILDCARE

of Children _____

If you are not a TDU member or if your membership has expired, **JOIN NOW. \$15-\$25 for a year's membership & a year's subscription to CONVOY DISPATCH.**

Total Amt. _____
Less deduction for early registration or, if eligible, for registration reduction due to distant travel _____
Total Amt. Paid _____

Mail to: TDU, Box 10128, Detroit, MI 48210

• Phone (313) 842-2600

TDU MEMBERS' BULLETIN

Teamsters for a Democratic Union Box 10128 Detroit, MI 48210 (313) 842-2600 August 1980

CONVENTION OCT. 11-12

The accompanying materials describe the upcoming Rank & File Convention —

but we want to add a special note just for TDU members.

Because the TDU Convention belongs to **you!** The members who have gone out and spread the word. The members who have given of themselves to get involved.

As a TDU member, you have taken a stand. We hope you are as proud as we are of that stand.

The Rank & File Convention is where that stand becomes meaningful — where it all comes together. Where we can make a difference.

We of the TDU International Steering Committee urge you to make sure you are at the Convention by **registering well in advance.**

Our Steering Committee term will end at this Convention, and it will be time for some new people to come forward as leaders, to help carry us forward in the next year. We want each of you to be part of this process.

We've come a long way in the past few years — since our General President told us to 'go to hell' on June 14, 1976. We've done the "impossible". And we will keep doing it long after that same General President retires next year.

This is a crucial time for all of us. And a crucial Convention. One you won't forget.

—TDU Steering Committee members

Vote Scheduled on Election of New Steering Committee

In addition to making our plans for the coming year in crucial activities, the Rank & File Convention will also be dealing with important business of TDU. One such item will be a vote on the question 'How shall we elect our TDU International Steering Committee in this and future years — by Convention vote or by mail ballot?

Each year we shall elect a Steering Committee, and it will be done either by nominations and vote at our Rank & File Convention, or with nominations by mail and a later vote by mail.

Presented here are statements favoring each viewpoint for you to consider. This will be settled at the **Rank & File Convention**, and you should plan to attend if at all possible. If you have any questions, call the TDU office. In addition, there is an absentee ballot provided for those who **cannot** attend the Convention.



Steering Committee Takes Action

On July 12, 1980 the TDU Steering Committee met and took action on the following —

- **TDU Convention.** The main themes and subjects will be **The Fight to Save Our Jobs, Contracts and Conditions**, and the **1981 IBT Convention**. Other plans were reviewed to both build the convention and make it the best prepared and educational one yet.

- **Contract Relief.** The Steering Committee discussed at length the issues of contract relief, giveaway programs, and the response to deregulation in various sections of the trucking industry. A number of stands were taken on the matter, and on positive alternatives to the loan and stock programs some companies are using. See **Convoy Dispatch** for details.

- **Election for ISC.** Two steps were taken regarding the election of the Steering Committee for next year. First, the vote is scheduled on the method of election. Second, the Steering Committee unanimously voted to solicit nominations from chapters that currently have no representation of the Steering Committee, to draw more Chapter leaders from new Chapters into leadership positions.

- **Finances, Dues.** A subcommittee was set up to consider our dues structure and make suggestions on changes to better meet the financial needs of the organization and chapters. The economic situation in the country affects TDU as it does everyone else. Your ideas are welcome.

- **Raffle.** A Fall Raffle will be conducted and drawn at the Rank and File Convention. The proceeds from the donations will be split equally between the Chapters and the Organization as a whole.

- **Citizens Conference on Pension Policy** was endorsed and will be co-sponsored by TDU (along with various unions, senior citizens groups, etc.). The Conference will be September 5-7 in Washington D.C. at the Shoreham Hotel. Interested Members should contact the TDU Washington office.

Notice About Constitutional Amendments

Any proposed Amendments to the TDU Convention **must** be received by the TDU office on or before September 11. This is to allow time for the Chapters to consider them. Those received by September 5 may be better publicized to the Chapters and members.

Please read ballot positions on back

Two Viewpoints on Electing the TDU Steering Ctte

Convention Vote: Keep TDU Democratic

Each year we have a Rank & File Convention for our newly merged movement of TDU and PROD. It's a model of democracy for all to see. It is **open to all** rank and file Teamsters—and the participate from across North America.

It is here that we should elect our International Steering Committee for the year ahead. It is here we have a chance to **meet** people, to see them in **action**, to **discuss issues** with them. This way we can make **informed judgements** about who to vote for. When we vote, it's by **secret ballot**—and we know are voting for active members we know first hand, not some name on a ballot.

This system has **worked well**. We have a good Steering Committee. And we think we can do better—with 'new blood' from new chapters. Voting has been exciting and real. Last year we had many candidates. Voting together at the Convention we elected a Committee with balanced representation. For example, last year's Convention was in Michigan but four people got elected from California.

Mail ballots have **not** worked. **They have been tried in our movement**, but despite a complicated (and expensive) procedure, very few bothered to vote as they did not know who or what they were voting for. Few candidates were nominated. We don't want to go back to that system. We want to go forward to get more participation—not less.

Every Chapter, every craft deserves a fair shot. At the Convention we have a chance to hear from the various chapters and groups within TDU such as road drivers, production workers, carhauleders, etc. This enables us to elect a balanced group of capable people. Every chapter gets listened to. So even though not all individual members can attend, **every** area and group gets a voice. A mail ballot could lead to domination by the largest craft or group.

Voting without information isn't Democracy. No one can exercise democracy in the dark. With a mail ballot, members get the right to vote, but it means little. You can't vote on people from across the country who you know nothing about. That's why so few have participated when we tried such a mail ballot.

In a mail ballot system, a candidate could only get well enough known to win if he/she is already an established leader, or by spending huge sums of money (such as political candidates do). That's not a good system for a **rank and file organization**. Members could lose faith in us for using it.

TDU has rightly **opposed mail ballots** in the Teamsters Union on our contracts, in favor of meetings in the hall, to discuss the issues and vote there. We should use this same principle for our own election.

Let's move ahead. We know that for more democracy, we need more participation. We need to hear from even more people at our coming Convention. We need to encourage more chapter nominations—as we are doing now.

In short, the Convention Vote is the most democratic. An **informed vote** for **active** and dedicated rank and filers. That's the road ahead for us—for a stronger, more effective and democratic TDU movement.

Doug Allan, TDU Co-Chair
Pete Camarata, TDU Co-Chair
Deni Gillespie, TDU Steering Ctte.
Eileen Janadia, TDU Trustee
Gary LaFlame, TDU Steering Ctte.
Mel Packer, TDU Steering Ctte.
Ken Paff, TDU Organizer
Bill Slater, TDU Steering Ctte.

Why TDU Should Use a Mail Ballot

Two procedures available to insure a democratic election process within TDU are:

1. Mail-in ballot
2. Convention vote

In the past, we have restricted nominations and voting to the Convention itself—which is similar to the structure and procedures used by other organizations to elect their representatives. While this, to a limited degree, insures the individual voter the opportunity to meet and discuss the issues with the prospective candidates, the shortcoming of the Convention vote is that it does not meet the maximum democratic principles that should be available to our members.

The highest democratic principles can only be met through the mail-in ballot referendum procedure. The mail ballot prevents any given geographical location, particularly the Convention area, from having a distinct advantage over the rest of the country.

At a time when unemployment is high, deregulation is threatening job security, road drivers and production workers are forced to work compulsory overtime, etc., a large number of our members are prevented from attending the Convention—thereby denying them their vote. It is simply not democratic to exclude anyone from the electoral process because of lack of money, time, or both.

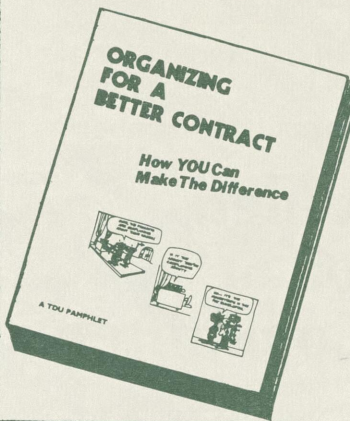
For years the people of the United States have fought to eliminate undemocratic and discriminatory practices used to exclude selected groups of voters from the electoral process. To burden a candidate and his/her constituency with thousands of dollars in transportation costs, lost wages (if working), and possible firing for taking time off to attend the Convention is simply not democratic and flies in the face of everything TDU/PROD has fought and will continue to fight for in the future.

On November 4, Election Day, we cast our votes for local, state and national representatives by going to our local schools. That system works. Why then should TDU place any more of a burden on its members than requiring they go to their local **post office** to cast their ballot?

The democratic principles will best be served in the reform movement by having the greatest number of members participate in the electoral process—with the least number of exclusions. A vote for the mail referendum is a vote for democracy.

Frank Greco, TDU Co-Chair
Bilal Chaka, TDU Steering Ctte.

ORGANIZING FOR A BETTER CONTRACT



Now available from the TDU Office. It has sections on Increasing Your Bargaining Power, Tools for Organizing, Voting on Your Contract, and others.

It's designed for Teamsters who have a contract coming up in the future, and for TDU Chapters and members to be able to help other Teamsters.

"If we had this book a few months ago, we could already have made a difference" was the reaction of a member of Local 406 when he got his hands on it. You'll probably agree.

Send your orders to TDU, Box 10128, Detroit, MI 48210

Absentee Ballot

All members are encouraged to attend the Rank & File Convention on October 11-12 in Cleveland, the big annual event of our movement. If you cannot attend, you may use this absentee ballot, regarding the method of electing the TDU Steering Committee this year and in the future.

☐

MAIL BALLOT. I favor using a system of nominations by mail followed by a mail ballot to elect the TDU Steering Committee.

☐

CONVENTION VOTE. I favor the present system of nominations and election at the Rank & File Convention to elect the TDU Steering Committee.

The absentee ballot is intended only for those who cannot attend. If you are using this ballot, return it to the TDU Office as soon as possible. TDU Box 10128 Detroit, Mi. 48210. Ballots **must** be received by October 1, 1980 to be counted. You must put your name and address on the outside of the envelope. You may be guaranteed a secret ballot by enclosing an additional plain envelope inside with your ballot sealed in it.